

CATALOGUE NO. 6354.0

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# **JOB VACANCIES AND OVERTIME, AUSTRALIA, MAY 1993**

## **SUMMARY OF FINDINGS**

	21 May 1993	19 Feb. 1993	15 May 1992	% Change	
				Quarterly	Annual
		—'000—			
<b>Job Vacancies</b>					
Seasonally adjusted	31.6	28.9	25.4	9.5	24.3
Original	30.2	29.8	24.3	1.3	24.3
<b>Overtime - Seasonally Adjusted</b>		—hours—			
Per employee	1.20	1.16	1.11	3.5	8.4
Per employee working overtime	7.29	7.29	6.98	-0.1	4.4
		—per cent—			
Proportion of employees working overtime	16.36	15.98	15.76	2.4	3.8

### **Job Vacancies**

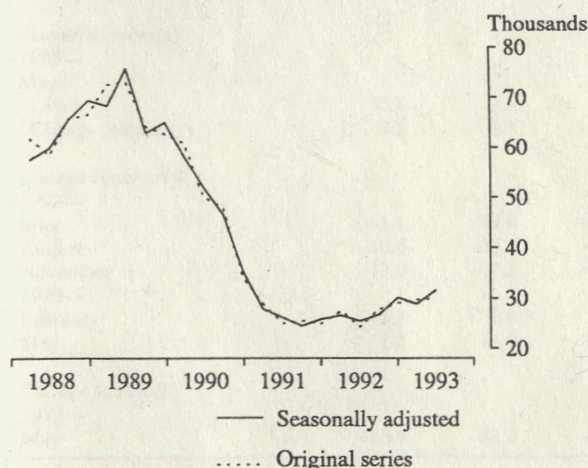
In original terms, vacancies in May 1993 were 30,200, an increase of 1.3 per cent from February 1993. This is the highest level of job vacancies recorded since November 1990. Private sector vacancies were estimated at 23,200 in May 1993, a rise of 1.1 per cent from February 1993. Public sector vacancies rose by 2.0 per cent to 7,000, the first quarterly rise recorded in public sector vacancies since May 1992. None of the movements at the national level were statistically significant.

The estimated number of vacancies at 21 May 1993 on a seasonally adjusted basis was 31,600, a 9.5 per cent increase from February 1993 and a 24.3 per cent increase from May 1992.

In the twelve month period to May 1993 vacancies in the private sector have risen by an estimated 49.3 percent in original terms while public sector vacancies have fallen by 20.3 per cent.

The *job vacancy rate* for Australia remained unchanged at 0.51 per cent when compared with February 1993 but was 21.8 per cent higher than the rate recorded for May 1992.

### **JOB VACANCIES, AUSTRALIA**



### **Overtime:**

On a seasonally adjusted basis for May 1993:

- *Average weekly overtime hours per employee* was 1.20, an increase of 3.5 per cent on the 1.16 recorded in February 1993. There was an increase of 8.4 per cent in the twelve month period from May 1992 to May 1993.
- *Average weekly overtime hours per employee working overtime* was estimated at 7.29 hours, unchanged from February 1993 and an increase of 4.4 per cent from May 1992.

### **INQUIRIES**

- for further information about statistics in this publication and the availability of related unpublished statistics, contact Ann Soutar on Perth (09) 323 5304 or Ben Isaacs on Canberra (06) 252 5946.
- for information about other ABS statistics and services please refer to the back page of this publication.



- The proportion of persons working overtime was 16.4 per cent, an increase of 2.4 per cent from February 1993 and up 3.8 per cent from May 1992.

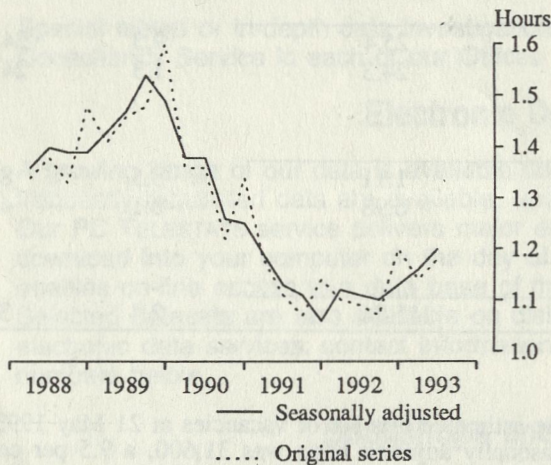
In original terms for May 1993:

- Average weekly overtime hours per employee was 1.18 hours, an increase of 0.04 hours or 2.9 per cent from February 1993. Increases were recorded in all States and Territories with the exception of New

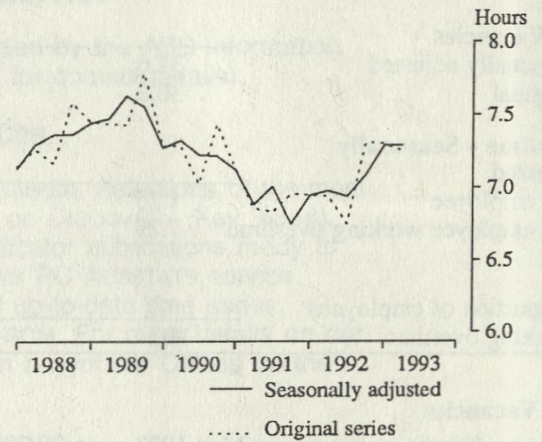
South Wales (unchanged), Victoria (down 1.8%) and the Australian Capital Territory (down 1.7%). Statistically significant movements were recorded in Queensland (up 19.0% to 1.17 hours) and the Northern Territory (up 46.9% to 1.54 hours).

- Average weekly overtime hours for employees working overtime was 7.25 hours, a slight decrease of 0.05 hours or 0.7% from February 1993. New South Wales recorded the only statistically significant movement (down 8.1% to 7.47 hours).

**AVERAGE WEEKLY OVERTIME HOURS  
PER EMPLOYEE, AUSTRALIA**



**AVERAGE WEEKLY OVERTIME HOURS  
PER EMPLOYEE WORKING OVERTIME, AUSTRALIA**



**IAN CASTLES**  
Australian Statistician



TABLE 1. TOTAL JOB VACANCIES : PRIVATE AND PUBLIC SECTORS, STATES AND TERRITORIES

Reference date	Original series								
	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
PRIVATE SECTOR									
— '000 —									
1992—									
21 February	7.4	5.4	* 3.7	* 1.0	* 0.7	* 0.3	* 0.3	* 0.2	19.1
15 May	3.4	* 3.9	* 3.6	1.0	* 2.6	* 0.3	* 0.1	* 0.5	15.6
21 August	6.5	5.3	3.6	1.1	* 2.4	* 0.4	* 0.4	* 0.3	20.1
20 November	8.1	4.8	* 4.0	1.1	* 2.6	* 0.3	* 0.6	* 0.5	22.0
1993—									
19 February	7.7	6.3	* 3.5	* 1.2	* 3.7	0.2	* 0.1	0.3	23.0
21 May	10.4	* 4.2	* 4.0	* 1.6	* 2.0	* 0.2	* 0.3	* 0.6	23.2
Standard errors(a)									
1993—									
May									
Level	2.0	1.0	1.0	0.6	0.7	0.1	0.1	0.3	2.6
Change (quarterly)	2.3	1.6	1.4	0.8	1.2	0.1	0.1	0.3	3.4
Change (quarterly)									
— per cent —									
1992—									
May	-54.4	-27.5	-1.1	7.1	272.6	-9.1	-51.2	112.2	-18.3
August	92.0	35.3	-0.1	9.8	-10.0	33.4	222.6	-38.3	29.3
November	25.2	-9.3	9.3	-1.2	9.9	-32.1	27.4	55.9	9.3
1993—									
February	-6.0	30.1	-10.4	6.3	40.5	-19.2	-73.8	-45.4	4.5
May	35.5	-33.6	12.4	31.9	-45.6	11.2	91.5	127.1	1.1
Change (annual)									
1993—									
May	206.3	6.0	9.9	52.0	-24.4	-18.7	106.1	19.4	49.3
PUBLIC SECTOR									
— '000 —									
1992—									
21 February	3.2	1.2	1.6	* 0.5	0.6	0.3	0.1	0.9	8.5
15 May	3.1	1.8	1.4	* 0.4	0.6	0.3	0.2	0.8	8.7
21 August	2.8	1.2	1.0	* 0.7	0.8	0.3	0.1	1.0	7.9
20 November	2.4	1.0	0.9	* 0.8	0.7	0.3	0.1	1.1	7.2
1993—									
19 February	2.4	1.0	1.3	0.2	0.6	0.2	* 0.4	0.8	6.8
21 May	2.5	1.2	1.0	0.3	0.5	0.2	* 0.3	* 1.0	7.0
Standard errors(a)									
1993—									
May									
Level	0.3	0.3	0.1	0.0	0.1	0.0	0.1	0.5	0.7
Change (quarterly)	0.3	0.3	0.2	0.9	0.1	0.0	0.1	0.5	1.1
Change (quarterly)									
— per cent —									
1992—									
May	-3.1	49.6	-12.4	-22.6	-6.9	16.1	170.1	-12.7	2.5
August	-10.6	-36.3	-32.9	85.0	33.9	-2.2	-36.7	22.4	-9.5
November	-12.0	-17.2	-11.5	2.7	-17.7	0.3	1.6	5.3	-9.0
1993—									
February	-3.8	6.6	53.1	-74.4	-10.9	-30.5	145.9	-26.8	-5.2
May	7.2	18.6	-24.0	32.2	-23.5	-23.1	-18.7	36.5	2.0
Change (annual)									
1993—									
May	-18.9	-33.2	-30.9	-35.6	-24.8	-47.5	28.6	28.7	-20.3

See footnotes at end of table.



TABLE 1. TOTAL JOB VACANCIES : PRIVATE AND PUBLIC SECTORS, STATES AND TERRITORIES—continued

Reference date	Original series									Seasonally adjusted series
	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia	Aust.
TOTAL										
— '000 —										
1992—										
21 February	10.6	6.7	5.3	1.5	1.4	0.6	* 0.4	1.2	27.6	26.6
15 May	6.5	5.8	5.1	1.4	3.2	0.6	0.4	1.3	24.3	25.4
21 August	9.3	6.5	4.6	* 1.9	* 3.2	* 0.7	* 0.6	1.3	28.0	26.8
20 November	10.6	5.8	4.8	* 1.9	* 3.3	0.6	* 0.7	1.5	29.2	30.2
1993—										
19 February	10.0	7.3	4.9	* 1.4	* 4.3	0.4	* 0.5	1.0	29.8	28.9
21 May	12.9	5.4	5.0	* 1.8	* 2.4	0.4	* 0.6	* 1.6	30.2	31.6
Standard errors(a)										
1993—										
May										
Level	2.0	1.1	1.0	0.6	0.7	0.1	0.2	0.6	2.7	(b)
Change (quarterly)	2.3	1.6	1.4	1.2	1.2	0.1	0.2	0.6	3.6	(b)
Change (quarterly)										
— per cent —										
1992—										
May	-38.9	-13.3	-4.6	-3.3	139.0	1.8	0.8	12.3	-11.9	-4.6
August	42.9	12.5	-9.4	30.9	-1.8	15.8	59.4	-0.5	15.3	5.6
November	14.1	-10.7	4.9	0.4	2.9	-18.6	20.9	17.2	4.1	12.5
1993—										
February	-5.5	26.2	0.8	-26.4	30.1	-25.0	-27.7	-32.6	2.1	-4.4
May	28.9	-26.2	2.6	31.9	-42.5	-5.2	12.8	59.4	1.3	9.5
Change (annual)										
1993—										
May	98.6	-6.5	-1.7	27.5	-24.5	-33.0	57.3	25.2	24.3	24.3

(a) See paragraphs 10 to 15 of the Explanatory Notes. (b) See paragraph 11 of the Explanatory Notes.



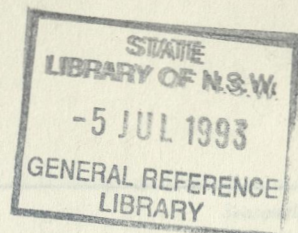


TABLE 2. JOB VACANCY RATES, STATES AND TERRITORIES  
(per cent)

Reference date	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
1992—									
21 February	0.53	0.41	0.57	* 0.31	0.25	0.41	* 0.63	0.94	0.46
15 May	0.33	0.36	0.56	0.30	0.61	0.41	0.65	1.03	0.42
21 August	0.49	0.41	0.47	* 0.41	* 0.62	* 0.49	* 1.02	1.03	0.49
20 November	0.53	0.35	0.53	* 0.42	0.63	0.37	* 1.18	1.17	0.49
1993—									
19 February	0.51	0.46	0.50	* 0.31	* 0.82	0.29	* 0.85	0.81	0.51
21 May	0.64	0.34	0.49	* 0.40	* 0.47	0.29	* 0.81	* 1.24	0.51
Standard errors(a)									
1993—									
May									
Level	0.09	0.06	0.10	0.13	0.13	0.05	0.23	0.42	0.04
Change (quarterly)	0.11	0.10	0.14	0.26	0.22	0.06	0.22	0.43	0.06
Change (quarterly)									
1992—									
May	-38.5	-12.1	-1.0	-3.3	144.7	1.0	2.5	10.6	-10.7
August	48.0	14.3	-15.2	39.2	2.1	18.5	57.7	-0.8	17.0
November	8.3	-14.1	11.3	1.8	1.2	-24.7	15.8	14.5	1.9
1993—									
February	-3.8	29.9	-5.7	-26.1	31.1	-21.9	-28.0	-31.0	2.7
May	26.2	-26.7	-1.6	30.2	-42.6	1.0	-4.7	53.7	-0.5
Change (annual)									
1993—									
May	94.6	-6.4	-12.5	36.3	-22.2	-29.6	25.4	20.4	21.8

(a) See paragraphs 10 to 15 of the Explanatory Notes.

TABLE 3. JOB VACANCIES : INDUSTRY, AUSTRALIA  
(\*000)

Industry	Reference date						Standard error(a)
	1992				1993		
	21 Feb.	15 May	21 Aug.	20 Nov.	19 Feb.	21 May	
Manufacturing—	2.5	3.3	3.4	4.5	2.6	3.4	0.6
Basic and fabricated metal products, other machinery and equipment, transport equipment	* 1.0	0.8	1.1	* 2.4	1.1	1.2	0.3
Other manufacturing	1.5	2.5	2.3	2.1	1.5	* 2.2	0.6
Non-Manufacturing—							
Electricity, gas and water	0.1	* 0.2	0.1	0.2	0.1	0.1	0.0
Wholesale and retail trade	4.0	4.4	7.3	4.7	5.9	8.1	1.7
Transport and storage; Communication	* 1.9	* 0.7	0.5	* 1.5	* 0.3	* 1.4	0.6
Public administration and defence(b)	2.6	2.3	2.4	2.8	2.4	1.8	0.2
Community services	8.2	7.6	9.2	5.7	7.9	5.3	0.6
Other(c)	8.3	5.7	5.1	9.8	10.6	10.1	1.8
Total all industries	27.6	24.3	28.0	29.2	29.8	30.2	2.7

(a) Relates only to latest level estimate. See paragraphs 10 to 15 of the Explanatory Notes. (b) Excludes permanent defence forces. (c) Comprises Mining, Construction, Finance, property and business services and Recreation, personal and other services.



TABLE 4. OVERTIME : STATES AND TERRITORIES

Reference period - pay period ending on or before	Original series								Seasonally adjusted series	
	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia	Aust.
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE										
— hours —										
1992—										
21 February	1.17	1.02	1.08	0.85	1.41	1.15	1.11	0.76	1.10	1.12
15 May	1.12	1.05	0.99	0.87	1.46	1.00	1.32	1.09	1.09	1.11
21 August	1.13	1.05	0.97	0.88	1.30	0.90	* 1.50	0.73	1.07	1.10
20 November	1.27	1.20	1.11	0.98	1.43	1.02	1.40	0.88	1.20	1.13
1993—										
19 February	1.28	1.13	0.98	0.95	1.24	1.06	1.05	0.83	1.14	1.16
21 May	1.28	1.11	1.17	0.96	1.27	1.11	* 1.54	0.81	1.18	1.20
Standard errors(a)										
1993—										
May										
Level	0.08	0.08	0.09	0.07	0.10	0.10	0.40	0.12	0.04	(b)
Change (quarterly)	0.06	0.06	0.09	0.04	0.09	0.08	0.33	0.07	0.03	(b)
Change (quarterly)										
1992—										
May	-5.0	3.0	-8.7	2.5	3.8	-13.5	19.3	43.7	-1.3	-0.9
August	0.9	0.0	-1.5	1.8	-11.0	-9.4	13.6	-33.3	-2.0	-0.5
November	12.8	14.0	13.5	10.8	10.2	13.5	-6.9	20.5	12.9	2.2
1993—										
February	1.0	-5.4	-11.3	-3.3	-13.4	3.8	-25.1	-5.9	-4.8	3.0
May	-0.3	-1.8	19.0	1.1	2.0	4.8	46.9	-1.7	2.9	3.5
Change (annual)										
1993—										
May	14.6	5.9	18.0	10.2	-13.3	12.0	16.4	-25.7	8.3	8.4
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME										
— hours —										
1992—										
21 February	7.23	6.82	6.60	5.36	8.42	7.01	6.78	6.08	6.95	6.95
15 May	7.17	6.82	6.53	5.63	7.99	6.34	7.72	8.10	6.94	6.98
21 August	7.03	6.86	6.22	5.39	7.78	5.91	8.48	5.58	6.75	6.94
20 November	7.66	7.53	6.66	5.50	8.06	7.52	7.95	6.55	7.31	7.09
1993—										
19 February	8.13	7.32	6.55	5.57	7.19	7.39	6.44	6.89	7.30	7.29
21 May	7.47	7.45	6.94	5.65	7.84	7.32	8.02	6.71	7.25	7.29
Standard errors(a)										
1993—										
May										
Level	0.19	0.26	0.28	0.24	0.43	0.38	1.68	0.79	0.12	(b)
Change (quarterly)	0.27	0.24	0.40	0.20	0.37	0.32	1.51	0.45	0.14	(b)
Change (quarterly)										
1992—										
May	-0.8	0.1	-1.0	5.0	-5.0	-9.6	13.9	33.2	-0.1	0.5
August	-2.0	0.5	-4.8	-4.3	-2.7	-6.8	9.9	-31.2	-2.8	-0.7
November	9.1	9.8	7.0	2.0	3.7	27.2	-6.2	17.5	8.3	2.2
1993—										
February	6.1	-2.9	-1.6	1.3	-10.9	-1.7	-19.0	5.2	-0.2	2.9
May	-8.1	1.8	6.0	1.4	9.1	-0.9	24.6	-2.6	-0.7	-0.1
Change (annual)										
1993—										
May	4.2	9.1	6.2	0.3	-1.9	15.4	3.9	-17.2	4.4	4.4

See footnotes at end of table.



TABLE 4. OVERTIME : STATES AND TERRITORIES—continued

Reference period - pay period ending on or before	Original series								Seasonally adjusted series	
	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia	Aust.
PERCENTAGE OF EMPLOYEES WORKING OVERTIME										
1992—										
21 February	16.25	14.95	16.42	15.77	16.71	16.40	16.36	12.49	15.85	16.15
15 May	15.56	15.38	15.14	15.40	18.27	15.69	17.14	13.48	15.65	15.76
21 August	16.02	15.31	15.66	16.37	16.71	15.25	17.72	13.06	15.79	15.94
20 November	16.57	15.89	16.61	17.78	17.77	13.61	17.60	13.39	16.45	15.89
1993—										
19 February	15.78	15.47	14.98	16.97	17.28	14.39	16.27	11.98	15.67	15.98
21 May	17.12	14.92	16.81	16.92	16.15	15.22	19.19	12.10	16.24	16.36
Standard errors(a)										
1993—										
May										
Level	0.98	0.96	1.04	1.06	1.05	0.96	2.12	0.93	0.47	(b)
Change (quarterly)	0.54	0.60	0.64	0.55	0.80	0.69	1.67	0.78	0.28	(b)
Change (quarterly)										
1992—										
May	-4.2	2.9	-7.8	-2.3	9.3	-4.4	4.8	7.9	-1.2	-2.4
August	2.9	-0.5	3.4	6.3	-8.5	-2.8	3.4	-3.1	0.8	1.1
November	3.4	3.8	6.1	8.6	6.3	-10.7	-0.7	2.6	4.2	-0.3
1993—										
February	-4.7	-2.6	-9.8	-4.6	-2.8	5.7	-7.5	-10.6	-4.7	0.6
May	8.5	-3.6	12.3	-0.3	-6.5	5.8	17.9	1.0	3.6	2.4
Change (annual)										
1993—										
May	10.0	-3.0	11.1	9.9	-11.6	-2.9	11.9	-10.2	3.8	3.8

(a) See paragraphs 10 to 15 of the Explanatory Notes. (b) See paragraph 11 of the Explanatory Notes.

TABLE 5. AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE : MANUFACTURING

Reference period - pay period ending on or before	Original series								Seasonally adjusted series	
	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia	Aust.
— hours —										
1992—										
21 February	2.94	2.20	2.41	1.99	2.35	1.85	2.37	1.53	2.45	2.50
15 May	3.13	2.42	2.24	2.02	2.25	1.76	3.03	1.61	2.56	2.58
21 August	2.73	2.17	2.53	2.32	1.77	1.72	2.27	1.68	2.38	2.52
20 November	3.26	2.87	2.68	2.80	2.86	1.69	1.70	1.75	2.92	2.69
1993—										
19 February	3.27	2.85	2.25	2.49	2.48	2.13	2.20	1.78	2.82	2.88
21 May	3.19	2.68	2.65	2.36	2.27	1.68	1.91	2.15	2.75	2.77
Standard errors(a)										
1993—										
May										
Level	0.28	0.26	0.25	0.12	0.24	0.15	0.28	0.49	0.13	(b)
Change (quarterly)	0.23	0.17	0.16	0.14	0.22	0.13	0.13	0.35	0.10	(b)
Change (quarterly)										
— per cent —										
1992—										
May	6.7	9.8	-6.9	1.5	-4.0	-4.9	27.6	4.9	4.6	3.3
August	-12.8	-10.4	12.9	14.8	-21.6	-2.2	-25.0	4.5	-7.1	-2.3
November	19.1	32.1	5.7	20.8	61.7	-1.8	-25.2	4.4	22.4	6.7
1993—										
February	0.3	-0.4	-16.1	-11.1	-13.1	26.3	29.5	1.5	-3.3	6.9
May	-2.2	-6.0	17.9	-5.1	-8.4	-21.1	-13.1	20.8	-2.3	-3.7
Change (annual)										
1993—										
May	1.9	10.8	18.0	17.1	0.9	-4.3	-36.9	33.8	7.4	7.3

(a) See paragraphs 10 to 15 of the Explanatory Notes. (b) See paragraph 11 of the Explanatory Notes.



TABLE 6. OVERTIME : INDUSTRY, AUSTRALIA

	Reference period - pay period ending on or before						
	1992				1993		Standard error(a)
Industry	21 Feb.	15 May	21 Aug.	20 Nov.	19 Feb.	21 May	
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE							
Mining	4.21	4.96	4.95	5.20	5.01	5.49	0.49
Manufacturing	2.45	2.56	2.38	2.92	2.82	2.75	0.13
Food,beverages and tobacco	2.64	2.54	2.65	3.16	3.12	2.50	0.18
Textiles; Clothing and footwear	1.32	1.42	1.35	1.51	* 2.57	* 2.20	0.64
Paper, paper products, printing and publishing	1.30	1.29	1.36	1.78	1.58	1.27	0.14
Chemical, petroleum and coal products	2.35	2.42	2.15	2.94	2.66	2.64	0.23
Basic metal products	4.31	4.61	4.33	4.42	4.25	4.07	0.41
Fabricated metal products; Other machinery and equipment	2.35	2.33	2.16	2.52	2.30	2.91	0.28
Transport equipment	2.02	2.41	2.48	3.32	2.63	2.81	0.16
Other manufacturing	3.12	3.59	2.94	4.11	3.80	3.55	0.43
Electricity, gas and water	1.90	1.84	1.71	1.89	1.90	2.19	0.04
Construction	2.23	* 1.90	1.80	1.99	1.95	1.93	0.29
Wholesale trade	1.25	1.01	1.23	1.35	1.45	1.43	0.27
Retail trade	0.54	0.56	0.59	0.64	0.58	0.60	0.07
Transport and storage; Communication	2.08	2.20	2.21	2.31	2.07	2.25	0.15
Public administration and defence(b)	0.72	0.91	0.64	0.76	0.74	0.74	0.06
Community services	0.40	0.41	0.34	0.39	0.35	0.38	0.02
Other(c)	0.40	0.35	0.48	0.41	0.35	0.43	0.05
All industries	1.10	1.09	1.07	1.20	1.14	1.18	0.04
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME							
Mining	10.31	9.97	10.43	10.82	10.35	10.96	0.65
Manufacturing	7.78	7.97	7.88	8.50	8.68	8.37	0.21
Food,beverages and tobacco	7.49	7.05	7.20	7.31	9.04	7.12	0.49
Textiles; Clothing and footwear	7.85	7.12	7.85	7.93	9.52	8.69	0.77
Paper, paper products, printing and publishing	6.52	5.66	6.23	7.80	6.77	6.17	0.41
Chemical, petroleum and coal products	7.86	9.25	8.56	9.10	9.05	8.99	0.49
Basic metal products	9.25	10.46	9.91	9.59	9.66	9.88	0.58
Fabricated metal products; Other machinery and equipment	7.83	8.00	7.80	8.09	7.50	8.34	0.37
Transport equipment	6.87	7.48	7.76	8.58	7.42	7.74	0.22
Other manufacturing	7.97	8.52	8.13	9.78	10.08	9.44	0.63
Electricity, gas and water	8.07	7.98	6.88	7.80	7.85	8.23	0.14
Construction	9.24	8.62	7.96	9.80	9.00	9.31	0.74
Wholesale trade	6.71	5.82	6.30	7.97	7.34	6.95	0.51
Retail trade	4.36	4.45	4.58	4.79	4.70	4.58	0.28
Transport and storage; Communication	7.98	8.23	8.55	8.33	7.97	8.23	0.31
Public administration and defence(b)	4.99	6.26	5.29	5.96	6.12	5.80	0.27
Community services	5.74	6.13	4.58	5.21	5.47	5.83	0.19
Other(c)	5.39	4.74	5.45	4.91	4.86	5.37	0.26
All industries	6.95	6.94	6.75	7.31	7.30	7.25	0.12
PERCENTAGE OF EMPLOYEES WORKING OVERTIME							
Mining	40.84	49.78	47.48	48.06	48.38	50.15	2.68
Manufacturing	31.52	32.16	30.24	34.32	32.49	32.91	1.17
Food,beverages and tobacco	35.18	36.05	36.72	43.24	34.51	35.16	2.10
Textiles; Clothing and footwear	16.84	19.98	17.19	19.08	26.95	25.32	5.84
Paper, paper products, printing and publishing	19.92	22.84	21.81	22.86	23.28	20.61	1.57
Chemical, petroleum and coal products	29.89	26.16	25.13	32.31	29.39	29.40	1.58
Basic metal products	46.65	44.10	43.72	46.09	43.97	41.18	1.98
Fabricated metal products; Other machinery and equipment	29.98	29.07	27.74	31.21	30.66	34.85	2.54
Transport equipment	29.47	32.25	32.01	38.65	35.51	36.35	1.70
Other manufacturing	39.20	42.08	36.17	41.98	37.74	37.59	3.63
Electricity, gas and water	23.60	23.07	24.88	24.25	24.25	26.56	0.35
Construction	24.17	22.08	22.62	20.28	21.64	20.72	2.86
Wholesale trade	18.59	17.38	19.54	16.98	19.70	20.62	3.66
Retail trade	12.32	12.69	12.81	13.44	12.24	13.16	1.31
Transport and storage; Communication	26.07	26.79	25.81	27.73	25.94	27.38	1.50
Public administration and defence(b)	14.43	14.49	12.06	12.79	12.02	12.84	1.15
Community services	6.96	6.68	7.48	7.42	6.36	6.54	0.28
Other(c)	7.41	7.34	8.78	8.33	7.14	8.05	0.68
All industries	15.85	15.65	15.79	16.45	15.67	16.24	0.47

(a) Relates only to latest level estimate. See paragraphs 10 to 15 of the Explanatory Notes. (b) Excludes permanent defence forces. (c) Comprises Finance, property and business services and Recreation, personal and other services.



## EXPLANATORY NOTES

### Introduction

This survey contains estimates of job vacancies and overtime for May 1993 based on information obtained from a sample survey of employers.

### Scope of the survey

2. All wage and salary earners who received pay for the reference period are represented in the survey, except:

- members of the Australian permanent defence forces;
- employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- employees in private households employing staff;
- employees of overseas embassies, consulates, etc.;
- employees based outside Australia;
- employees on workers' compensation who are not paid through the payroll.

3. Also excluded are the following persons who are not regarded as employees for the purposes of this survey:

- directors who are not paid a salary;
- proprietors/partners of unincorporated businesses;
- self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

4. All vacancies (as defined in paragraph 4 of the Glossary) for wage and salary earners are represented in the survey, except those:

- in the Australian permanent defence forces;
- in enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- in private households employing staff;
- in overseas embassies, consulates, etc.;
- located outside Australia

### Survey design

5. A sample of approximately 4,800 employers is selected from the ABS register of businesses to ensure adequate State and industry representation. The sample is updated each quarter to take account of new businesses, those which have ceased operation and structural changes such as takeovers and mergers. The statistical unit for the survey comprises all activities of an enterprise in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise has significant employment in more than one industry, a separate statistical unit is created for each industry. The statistical units are stratified by State, industry and size of employment and a simple random sample is selected from each stratum.

### Historical series

6. The series were introduced in November 1983. They replaced the job vacancies and overtime series based on information from a sample of employers registered to pay payroll tax and from government organisations. Estimates contained in this publication are not strictly comparable with those obtained prior to November 1983.

### Seasonal Adjustment

7. Seasonally adjusted series are published for national estimates in Tables 1, 4 and 5. Seasonal adjustment is a means of removing the estimated effects of normal seasonal variation from the series so that the effects of other influences can be more clearly recognized. Seasonal adjustment does not remove the irregular or non-seasonal influences which may be present in any particular period. Volatile or unsystematic influences may still affect the interpretation of movement in the series, even after adjustment for seasonal variation.

8. Seasonally adjusted data for periods back to November 1983 are available on request for those adjusted series contained in this publication. Seasonally adjusted estimates for the Manufacturing industry and some Mining industry series are also available on request back to November 1983. The seasonal factors used in compiling these series are revised annually to take account of each year's original data. The most recent review took place in the November quarter 1992.

9. Details about the method of seasonal adjustment of these series are available from the Assistant Director, Time Series Analysis, telephone (06) 252 6345.

### Reliability of estimates

10. As the estimates in this publication are based on information relating to a sample of employers rather than a full enumeration, they are subject to sampling variability. That is, they may differ from the figures that would have been produced if the information had been obtained from all employers. This difference, called sampling error, should not be confused with inaccuracy that may occur because of imperfections in reporting by respondents or in processing by the ABS. Such inaccuracy is referred to as non-sampling error and may occur in any enumeration, whether it be a full count or sample. Efforts have been made to reduce non-sampling error by careful design of questionnaires, detailed checking of returns and quality control of processing.

11. The sampling error associated with any estimate can be estimated from the sample results. One measure of sampling error is given by the standard error which indicates the degree to which an estimate may vary from the value that would have been obtained from a full enumeration (the 'true' figure). There are about two chances in three that a sample estimate differs from the true value by less than one standard error, and about nineteen chances in twenty that the difference will be less than two standard errors. Seasonally adjusted estimates have a standard error similar to those applying to original series.



12. An example of the use of a standard error on levels is as follows. If the estimated number of job vacancies was 25,000 with a standard error of 2,500, then there would be about two chances in three that a full enumeration would have given a figure in the range 22,500 to 27,500 and about nineteen chances in twenty that it would be in the range 20,000 to 30,000.

13. An example of the use of a standard error for a quarterly change estimate is as follows. If the estimated standard error for a quarterly change estimate of job vacancies was 1,000 and the quarterly change estimate between two quarters was 4,500, then there would be about two chances in three that a full enumeration would have given a quarterly change estimate in the range +3,500 to +5,500 and about nineteen chances in twenty that it would be in the range +2,500 to +6,500.

14. Quarterly movements in estimates of job vacancies and overtime are considered to be statistically significant where they exceed two standard errors.

15. Another measure of the sampling error is the relative standard error, which is obtained by expressing the standard error as a percentage of the estimate. Level estimates with a relative standard error of 25 per cent or more, denoted with an asterisk in this publication, are subject to sampling variability generally considered to be too high for most practical purposes.

#### Industry classification

16. Industry is classified according to the Australian Standard Industrial Classification (ASIC) 1983 Edition, Volume 1 - The Classification (1201.0).

#### Related publications

17. Users may also wish to refer to the following publications which are available on request:

*Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0)

*Job Vacancies, Australia* (6231.0) — issued quarterly, discontinued August 1989

*Overtime, Australia* (6330.0) — issued quarterly, discontinued August 1989

*The Labour Force, Australia* (6203.0) — issued monthly

*Average Weekly Earnings, States and Australia* (6302.0) — issued quarterly

*Average Weekly Earnings, Australia 1941 - 1990* (6350.0) — issued February 1992

*Employed Wage and Salary Earners, Australia* (6248.0) — issued quarterly.

18. Current publications produced by the ABS are listed in the *Catalogue of Publications, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

#### Unpublished statistics

19. Unpublished job vacancies and overtime estimates can be made available on request for various combinations of the following variables: State/Territory, sector (public or private) and industry (broad grouping as per Table 6). It should be noted, however, that estimated lower levels of disaggregation than that published in this bulletin may be subject to sampling variability considered too high for most practical purposes. Inquiries regarding data availability and associated charges should be made to the officer whose name appears in the Inquiries box at the front of this publication.

#### Symbols and other usages

— nil or rounded to zero

\* subject to sampling variability too high for most practical purposes (see paragraph 15 above)

20. Where figures have been rounded, discrepancies may occur between sums of the component items and totals. Percentage changes in the Summary of Findings and publication tables are based on unrounded numbers and consequently could differ from percentage changes that are calculated from the published rounded statistics.

#### Forthcoming issue

21. The August 1993 issue of *Job Vacancies and Overtime, Australia*, (6354.0) is expected to be released on 30 September 1993.



## APPENDIX A: GLOSSARY

*Average hours of overtime per employee* is calculated by dividing total overtime hours paid for in a particular group by the total number of employees in the same group (including those who were not paid for any overtime).

2. *Average hours of overtime per employee working overtime* is calculated by dividing total overtime hours paid for in a particular group (e.g. industry, State or Territory) by the number of employees who were paid for overtime in the same group.

3. *Employees* refers to all wage and salary earners (as defined in paragraphs 2 and 3 of the Explanatory Notes) who received pay for any part of the reference period.

4. A *job vacancy* is a job available for immediate filling on the survey reference date and for which recruitment action had been taken. Recruitment action includes efforts to fill vacancies by advertising, by factory notices, by notifying public or private employment agencies or trade unions and by contacting, interviewing or selecting applicants already registered with the enterprise or organisation. Excluded are jobs available only to persons already employed by the enterprise or organisation. This point is particularly relevant to the Australian Public Service and the Public Services of each of the States and the Territories.

Excluded are vacancies:

- of less than one day's duration;
- to be filled by persons already hired, or by promotion or transfer of existing employees;
- to be filled by employees returning from paid or unpaid leave or after industrial dispute(s);
- not available for immediate filling on the survey reference date;

- not available within the particular State or Territory to which the return relates;
- for work to be carried out under contract;
- for which no effort is being made to fill the position.

5. The *job vacancy rate* is calculated by expressing the number of job vacancies as a percentage of the number of employees plus vacancies.

6. *Overtime* is time worked in excess of award, standard or agreed hours of work for which payment is received. Excluded is any overtime for which employees would not receive payment, e.g. unpaid overtime worked by managerial, executive, etc. staff, normal shiftwork and standard hours paid for at penalty rates.

7. *Overtime hours* represent the number of hours of overtime paid for. Respondents are instructed not to convert overtime hours to their ordinary time equivalent. For example, 100 hours of overtime paid for at time and a half and 20 hours at double time would be counted as 120 hours, not 190.

8. *Reference date* for the survey is the third Friday of the middle month of the quarter. The reference date for the current survey is 21 May 1993.

9. *Reference period* for the survey refers to the last pay period ending on or before the reference date.

10. *Sector*. Public sector includes all local government authorities and government departments, agencies and authorities created by, or reporting to the Commonwealth and State Parliaments. All remaining employees are classified as private sector.





## *For more information ...*

The ABS publishes a wide range of statistics and other information on Australia's economic and social conditions. Details of what is available in various publications and other products can be found in the *ABS Catalogue of Publications and Products* available at all ABS Offices (see below for contact details).

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